

SISKIYOU COUNTY  
System Improvement Plan Approval Document  
Received      September 30 2004

Program Areas	Improvement Plan			Anticipated Date of Completion
	*Required		Strategy	
	Yes	No		
<b>Safety</b>				
<ul style="list-style-type: none"><li>Recurrence of Maltreatment</li></ul>	x		<b>Determine criteria by which allegations are designated as substantiated, inconclusive or unfounded:</b> <ul style="list-style-type: none"><li>Examine criteria currently used to designate an allegation as substantiated, inconclusive, or unfounded.</li><li>North State Program Managers and ER Supervisors to meet on issue</li><li>Department goals and expectations will be written and disseminated if current criteria changes.</li></ul> <b>I.D. comparable counties with lower recurrence rates and explore with them factors impacting those lower rate:</b> <ul style="list-style-type: none"><li>County strategies in this area discussed at Northern Regional Program Manager meetings.</li><li>Review and identify comparable county compliance rates.</li><li>Discuss comparable counties with reduce rates</li></ul> <b>Develop a tracking system and management report for measurement:</b> <ul style="list-style-type: none"><li>Determine what various factors should be measured.</li><li>Develop tracking system, either manual for CWS/ CMS generated</li><li>Create management report that depicts factors affecting compliance.</li></ul> <i>Data reports, Safe Measures and contact with county will be used to monitor progress</i>	11/30/04   <

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<ul style="list-style-type: none"> <li>Abuse/Neglect in foster care</li> </ul>	x	<p><b>Determine criteria by which allegations are designated as substantiated, inconclusive or unfounded:</b></p> <ul style="list-style-type: none"> <li>Examine criteria currently used to designate an allegation as substantiated, inconclusive, or unfounded.</li> <li>North State Program Managers and ER Supervisors to meet on issue</li> <li>Department goals and expectations will be written and disseminated if current criteria changes.</li> </ul> <p>Source: Recurrence of Maltreatment Timely ER Response</p> <p><b>Review and correct data entry issues:</b></p> <ul style="list-style-type: none"> <li>I.D. data entry problems</li> <li>Train ER staff on correct data entry</li> <li>Controls to ensure correct data will be developed and implemented</li> </ul> <p><b>Review and adjust process for assigning new referrals on children who are Dependents of the Court:</b></p> <ul style="list-style-type: none"> <li>New referrals will be assigned to ER worker to coordinate investigation with assigned Court Worker</li> <li>Staff trained on new protocol</li> <li>Protocol for assignment of referrals will be written.</li> </ul> <p>Source: SW Visit measure</p> <p><b>Review and revise documentation/data entry by social workers and support staff:</b></p> <ul style="list-style-type: none"> <li>Review current process</li> <li>Complete revised process of flow chart</li> <li>Train all staff on new protocol</li> <li>Maintain internal reviews to ensure compliance</li> </ul>	<p>11/30/04</p> <p>1/30/05</p> <p>9/30/05</p> <p>10/30/04 1/30/05</p> <p>11/30/04 1/30/05 3/30/05</p>
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		<p>Source: SW Visit measure</p> <p><b>Review and revise visit exception practice:</b></p> <ul style="list-style-type: none"> <li>▪ Internal review to assess current use</li> <li>▪ Develop protocol for acceptable practice</li> <li>▪ Train all staff on new protocol</li> <li>▪ Maintain internal reviews to ensure compliance</li> </ul> <p>Source: SW Visit measure</p>	<p>1/30/05</p> <p>3/30/05</p> <p>3/30/05</p>
		<p><i>Data reports, Safe Measures and contact with county will be used to monitor progress.</i></p>	

Program Areas	Improvement Plan		Anticipated Date of Completion	
	*Required			
	Yes	No		
<ul style="list-style-type: none"><li>Timely ER Response (process measure)</li></ul>	x		<p><b>Review, train staff on data entry and develop a quality assurance process:</b></p> <ul style="list-style-type: none"><li>I.D. data entry problems</li><li>Train ER staff on correct data entry</li><li>Controls to ensure correct data will be developed and implemented</li></ul> <p><b>Review composition of ER.VFM Unit and make adjustments where needed.</b></p> <p><b>Review and adjust process for assigning new referrals on children who are Dependents of the Court:</b></p> <ul style="list-style-type: none"><li>New referrals will be assigned to ER worker to coordinate investigation with assigned Court Worker</li><li>Staff trained on new protocol</li><li>Protocol for assignment of referrals will be written.</li></ul> <p><i>Data reports, Safe Measures and contact with county will be used to monitor progress</i></p>	Completed
<ul style="list-style-type: none"><li>Social Worker Visits with child</li></ul>	x		<p><b>Review and revise documentation/data entry by social workers and support</b></p>	Completed

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(process measure)		<p><b>staff:</b></p> <ul style="list-style-type: none"> <li>▪ Review current process</li> <li>▪ Complete revised process of flow chart</li> <li>▪ Train all staff on new protocol</li> <li>▪ Maintain internal reviews to ensure compliance</li> </ul> <p><b>Review and revise visit exception practice:</b></p> <ul style="list-style-type: none"> <li>▪ Internal review to assess current use</li> <li>▪ Develop protocol for acceptable practice</li> <li>▪ Train all staff on new protocol</li> <li>▪ Maintain internal reviews to ensure compliance</li> </ul> <p><b>Explore the impact of factors related to assignment cases, duty functions and screener responsibilities:</b></p> <ul style="list-style-type: none"> <li>▪ A description of Probation's system of case assignment</li> <li>▪ Options for case assignment, assigning cases geographically</li> <li>▪ Factors related to the duty/screener function, and if appropriate implement changes</li> </ul> <p><b>Create plan for workers who have consistently low compliance:</b></p> <ul style="list-style-type: none"> <li>▪ Develop management report on individual worker compliance</li> <li>▪ Explore underlying issues for low compliance</li> <li>▪ Create plan for individual improvement</li> </ul> <p><b>Explore possible avenues for partnering with other agencies to provide non- critical court unit responsibilities:</b></p>	<p>11/30/04 1/30/05 3/30/05 9/30/06</p> <p>11/30/04 1/30/05 9/30/06 3/30/05 9/30/06</p> <p>Completed 1/30/05 3/30/05</p> <p>10/30/04 12/30/04 12/30/04 5/30/05</p>
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			<ul style="list-style-type: none"> <li>▪ Court Unit members will identify case responsibilities that could be accomplished by other staff.</li> <li>▪ Meeting(s) with Director and Fiscal Officer to review funding issues</li> <li>▪ Meeting(s) with major non-profits to discuss grant opportunities</li> </ul> <p><i>Data reports, Safe Measures and contact with county will be used to monitor progress</i></p>	11/30/04  1/30/05  5/30/05
<b>Permanency</b>				
<ul style="list-style-type: none"> <li>• Time to Reunification</li> </ul>		x		
<ul style="list-style-type: none"> <li>• Time to Adoption</li> </ul>	x		<b>Develop plan to address concurrent planning issues:</b> <ul style="list-style-type: none"> <li>▪ CWS and State Adoptions will invite input from SIP Team members (FFAs, foster parent, foster youth) and County Counsel</li> <li>▪ CWS and State Adoptions to reach an understanding on concurrent planning</li> </ul> <p><b>Meet with Dependency Court Judge to share perspectives on significant issues and how they impact the process.</b></p> <ul style="list-style-type: none"> <li>▪ Meet with Dependency Court Judge</li> <li>▪ Written report on conclusions drawn at meeting.</li> </ul> <p><b>Encourage Foster Family Agencies to recruit and develop Resource Families:</b></p>	6/30/05  9/30/05    3/30/05 5/30/05

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			<ul style="list-style-type: none"> <li>▪ Training on the concept of resource families will be arranged and provided.</li> <li>▪ Support provided to FFAs if they initiate efforts to recruit and develop resource families.</li> <li>▪ If developed, resource families will be incorporated into concurrent planning.</li> </ul> <p><b>Review and formalize the process for developing Post Adoption and Contact Agreements:</b></p> <ul style="list-style-type: none"> <li>▪ Meeting will take place to discuss current process.</li> <li>▪ Protocol will be developed and written.</li> <li>▪ All relevant staff will be trained</li> </ul> <p><i>Data reports, Safe Measures and contact with county will be used to monitor progress</i></p>	3/30/05  5/30/05  9/30/05    3/30/05 6/30/05 7/30/05
<ul style="list-style-type: none"> <li>• Placement Stability</li> </ul>		x	.	
<ul style="list-style-type: none"> <li>• Foster Care re-entry</li> </ul>	x		<p>This outcome was not addressed in their SIP or Self Assessment.</p> <p>The justification for not including this outcome in their SIP was due to successful performance on state Re- entry measure. As of Oct 04, county currently at 6.7%.</p> <p>The state and county will continue to monitor the federal measurement closely.</p> <p>The county is using wrap around services.</p> <p><i>Data reports, Safe Measures and contact with county will be used to monitor progress</i></p>	
<b>Well-Being</b>				

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<ul style="list-style-type: none"> <li>Preserving family relationships</li> </ul>				
<ul style="list-style-type: none"> <li>Least Restrictive Placements</li> </ul>				
<ul style="list-style-type: none"> <li>ICWA Placements</li> </ul>				
<ul style="list-style-type: none"> <li>ILP</li> </ul>				

Program Areas	Improvement Plan			Anticipated Date of Completion
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Systemic				
<ul style="list-style-type: none"><li>Statewide Information System</li></ul>				
<ul style="list-style-type: none"><li>Case Review System</li></ul>				
<ul style="list-style-type: none"><li>Quality Assurance System</li></ul>				
<ul style="list-style-type: none"><li>Training</li></ul>				
<ul style="list-style-type: none"><li>Service Array</li></ul>				
<ul style="list-style-type: none"><li>Agency Responsiveness to the Community</li></ul>				

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<ul style="list-style-type: none"><li>Foster and Adoptive Parent Licensing, Recruitment and Retention</li></ul>				

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